Bargaining Update
July 2014

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Bargaining Update is a monthly report that provides information about the unionized workforce, primarily in Alberta.

In July 2014, Mediation Services received settlement information regarding 33 bargaining relationships encompassing 10,868 employees. There were 23 private sector and 10 public sector settlements, covering 2,193 and 8,675 employees respectively.

Highlights

Supports of Artspace Independent Living [SAIL] - Edmonton
Thirty health care aides represented by AUPE began negotiating a first collective agreement late in 2013. Mediator recommendations issued in July were accepted by the union and rejected by the employer. The legal lockout which began on May 19, 2014 continues.

Alberta Health Services
A tentative agreement between Alberta Health Services and the United Nurses of Alberta, representing 27,255 nurses was reached in late July. Voting on acceptance of the agreement will occur in August.

JBS Foods Canada, Lakeside Packers - Brooks
On July 28, 2014 the Lakeside Packers and UFCW Local 401 representing about 2.350 workers have ratified a new agreement. Settlement details are not yet available.

Fortis Alberta
Fortis Alberta and the United Utility Workers, representing about 875 employees have reached a new collective agreement. The average increase over the term of the 48 month agreement is 3.5%.

For further information, contact:
Collective Bargaining Information Services
Mediation Services, Alberta Jobs, Skills, Training and Labour
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

Alberta Settlements

Settlements presented in this section are selected from those with 100 or more employees.

Parties	No of EEs	Term	Expiry Date	Wage Settlement
Administrative & Support, Waste Management & Remediation Services				
Sodexo Canada CUPE Local 408	110	36	2017-03-31	1st year 2% 2nd year 2% 3rd year 2%
Arts, Entertainment, & Recreation				
Calgary Opera Association IATSE Local 212	200	24	2016-06-30	1st year 2.00% 2nd year 2.75%
Educational Services				
Livingstone Range School Division No. 68 CUPE Local 2133	110	48	2016-08-31	1st year 1% 2nd year 0% 3rd year 0% 4th year 2%
Manufacturing				
Imperial Oil – Strathcona Refinery Unifor Local 21A	235	30	2016-01-31	1st year 3.25% 2nd year 3.50% 3rd year 3.75%
Mining & Oil & Gas Extraction				
Westmoreland Coal Company – Coal Valley Operating Engineers Local 955	318	60	2019-02-28	1st year 3.25% 2nd year 3.00% 3rd year 3.00% 4th year 3.25% 5th year 3.50%
Public Administration				
City of Calgary, Civic Foremen [CUPE Local 709] City of Calgary, Inside Workers [CUPE Local 38] City of Calgary, Outside Workers [CUPE Local 37]	430 4,000 3,000	48	2018-01-05	1st year 1.8% 2nd year 3.2% 3rd year 3.5% 4th year 4.0%
City of Red Deer IAFF Local 1190	185	72	2016-12-31	1st year 5.00% 2nd year 5.00% 3rd year 3.00% 4th year 2.00% 5th year 2.25% 6th year 2.50%
Utilities				
Fortis Alberta United Utility Workers	877	48	2017-12-31	1st year 3.25% 2nd year 3.50% 3rd year 3.50% 4th year 3.75%

Major Negotiations Underway

Employer	Union	Employees	Expiry Date
Accommodation & Food Services			
ARAMARK Remote Workplace Services - Nexen Long Lake	UFCW Local 401	101	2013-12-31
Construction			
Flint Maintenance Services	CLAC Local 63	500	2014-04-30
Education			
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	283	2013-08-31
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,600	2013-08-31
Edmonton Catholic Separate School District No. 7	AUPE	333	2012-08-31
Fort McMurray Catholic Board of Education, Support Staff	CUPE Local 2559	280	2012-08-31
Athabasca University	AUPE	300	2013-06-30
Bow Valley College	AUPE	325	2013-06-30
Grande Prairie Regional College, Fairview	AUPE	100	2013-06-30
Lakeland College	AUPE	300	2013-06-30
Sturgeon School Division No. 24	CUPE Local 4625	165	2013-08-31
Portage College	AUPE	150	2013-06-30
Red Deer College	Faculty Association of Red Deer College	276	2013-06-30
Finance & Insurance			
ATB Financial	AUPE	2,049	2014-03-31
Health Care & Social Assistance			
Alberta Health Services	UNA	27,255	2013-03-31
Alberta Health Services – GSS	AUPE	22,000	2014-03-31
Alberta Health Services – PMP/PMT	HSAA	17,000	2014-03-31
Covenant Health	UNA	2,876	2013-03-31
Manufacturing			
Kawneer Company Canada	Unifor Local 99	171	2014-02-28
Saputo Foods - Fluid	Unifor Local 445	264	2014-04-01
Public Administration			
Alberta Gaming & Liquor Commission	AUPE	620	2013-07-31
City of Calgary	ATU Local 583	2,800	2014-01-05
City of Calgary	Calgary Police Association	2,001	2014-01-05
City of Edmonton	ATU Local 569	2,200	2013-12-28
City of Edmonton	Edmonton Police Association	1,779	2013-12-31
City of Edmonton – Inside Workers	CSU 52	3,923	2013-12-28
City of Edmonton – Outside Workers	CUPE Local 30	2,750	2013-12-28
City of Lethbridge	IAFF Local 237	162	2012-06-30
City of Lethbridge	Lethbridge Police Association	163	2012-12-31

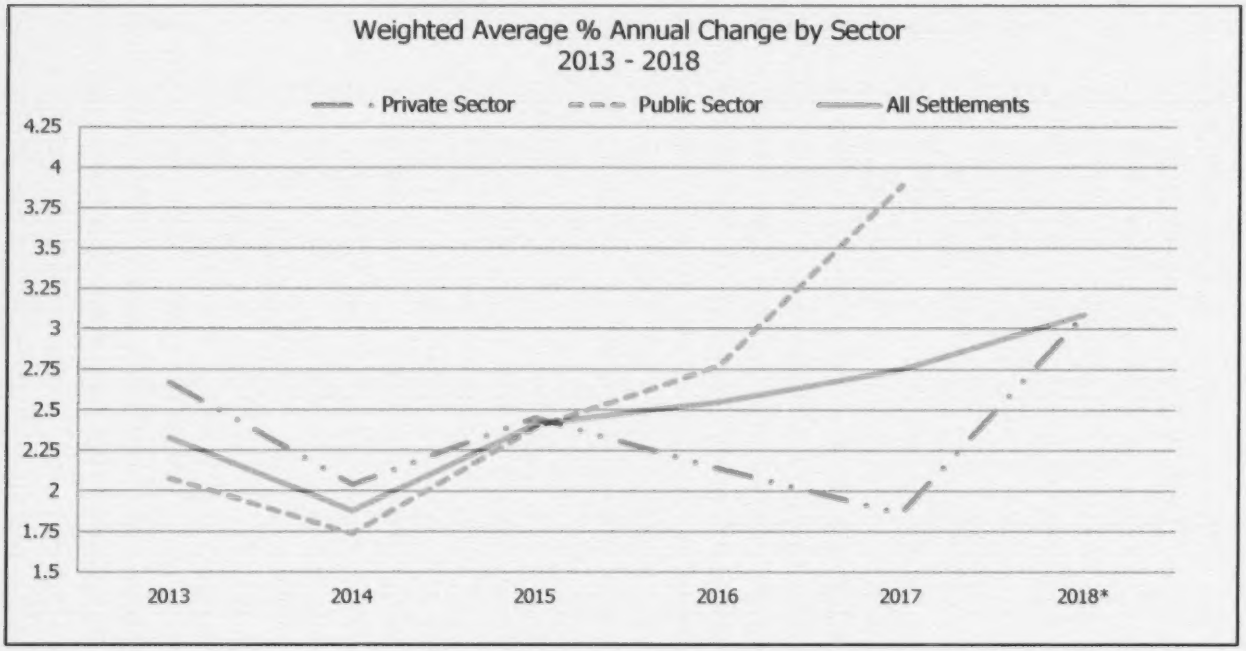
Major Negotiations Underway - Continued

Employer	Union	Employees	Expiry Date
Public Administration			
City of St. Albert	CUPE Local 941	115	2013-12-31
Strathcona County	AUPE	166	2013-12-31
Transportation & Warehousing			
FirstCanada – Branch 31720	Teamsters Local 987	290	2014-09-01
Utilities			
ATCO Electric	Canadian Energy Workers Association	1,610	2013-12-31
EPCOR Utilities	CSU 52	755	2013-12-14
Transalta Generation Partnership (TAGP)	IBEW Local 254	500	2013-12-31
Wholesale Trade			
Federated Co-Operatives	Teamsters Local 987	332	2014-03-31

Wage Settlements in Alberta
Weighted Average % Annual Change by Sector 2013-2018

Wage data reflects the average yearly % change taking effect in the indicated year.

	Sector	Agreements	Employees	Weighted Average % Annual Change
	Private Sector	527	148,546	2.67
2013	Public Sector	473	203,641	2.08
	All Settlements	**1,000**	**352,187**	**2.33**
	Private Sector	389	118,978	2.04
2014	Public Sector	326	137,753	1.74
	All Settlements	**715**	**256,731**	**1.88**
	Private Sector	199	42,685	2.45
2015	Public Sector	179	78,570	2.39
	All Settlements	**378**	**121,255**	**2.41**
	Private Sector	72	20,242	2.14
2016	Public Sector	38	37,144	2.77
	All Settlements	**110**	**57,386**	**2.55**
	Private Sector	27	11,645	1.86
2017	Public Sector	6	9,076	3.89
	All Settlements	**33**	**20,721**	**2.75**
	Private Sector	8	803	3.09
2018*	Public Sector	0		
	All Settlements	**8**	**803**	**3.09**

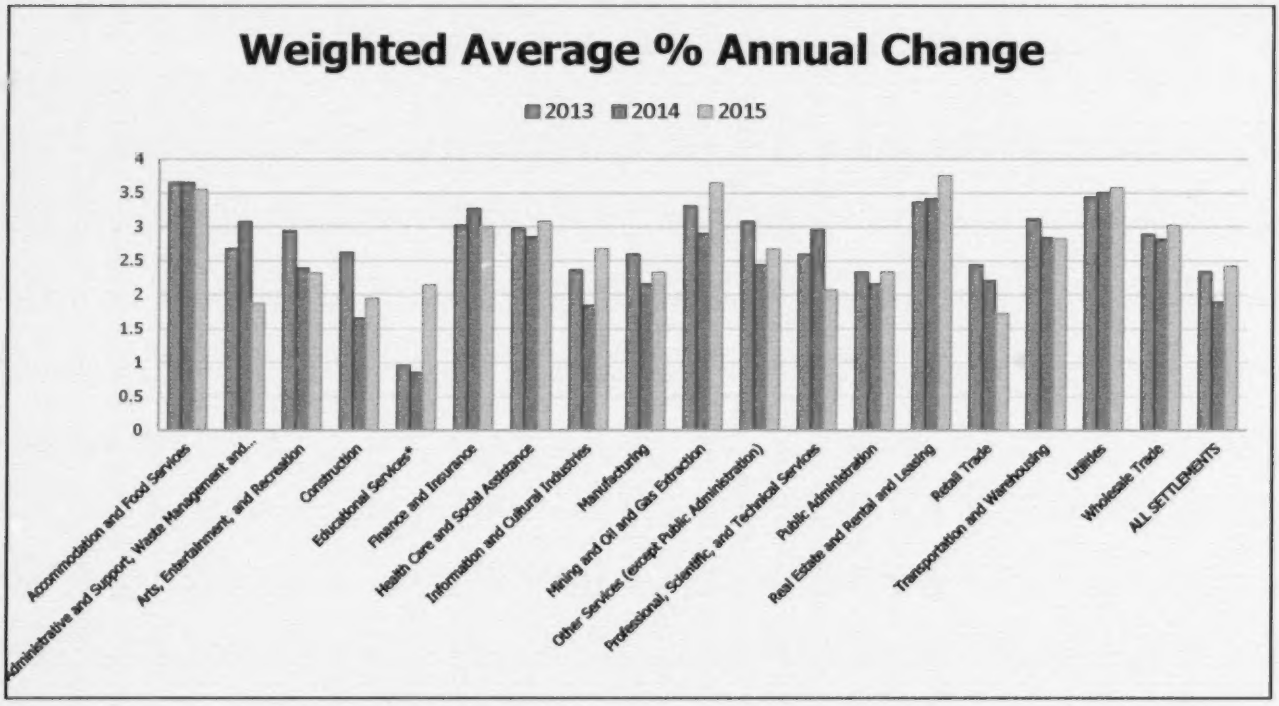


Details of the calculation methodology can be obtained from the Collective Bargaining Information Services Unit of Alberta Jobs, Skills, Training and Labour by calling (780) 427-8301 or emailing cba.submissions@gov.ab.ca.

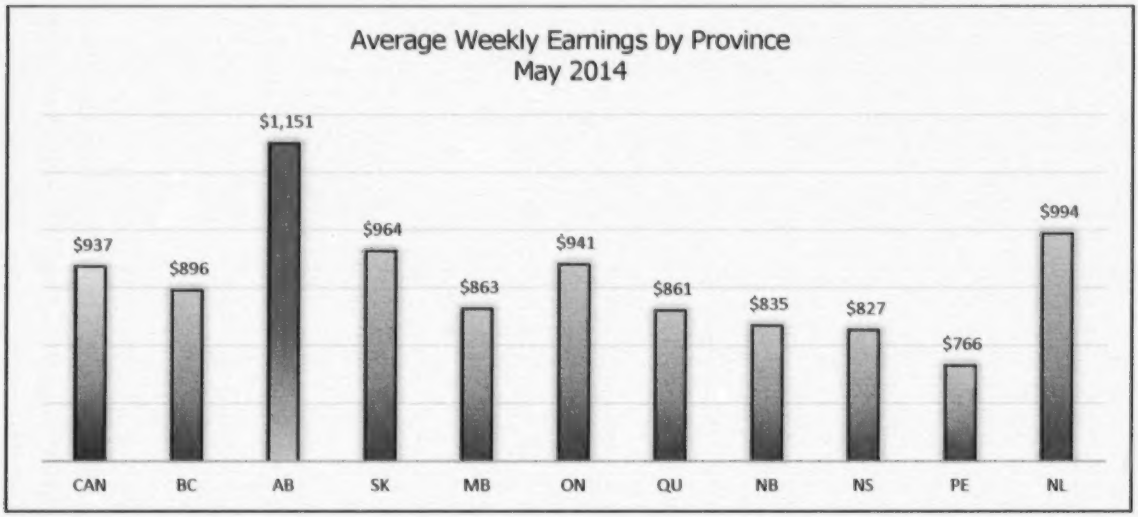
Wage Settlements in Alberta
Weighted Average % Annual Change by Industry

Wage data reflects the average yearly % change taking effect in the indicated year.

	2013			2014			2015			2016		
Industry Sector	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**	**CBAS**	**EEs**	**%**
Accommodation & Food Services	25	3,218	**3.65**	20	3,016	**3.64**	16	2,341	**3.54**	5	1,627	**3.42**
Administrative & Support, Waste Management & Remediation Services	9	1,020	**2.67**	8	576	**3.06**	6	196	**1.87**	2	134	**1.64**
Arts, Entertainment, & Recreation	30	3,680	**2.93**	22	2,869	**2.38**	8	1,215	**2.31**	2	314	**2.88**
Construction	128	73,321	**2.61**	95	64,136	**1.64**	21	4,109	**1.94**	6	999	**2.60**
Educational Services	149	75,022	**0.95**	120	64,852	**0.84**	92	39,451	**2.13**	8	3,277	**2.43**
Finance & Insurance	4	2,109	**3.01**	1	55	**3.25**	1	55	**3.00**			
Health Care & Social Assistance	159	58,511	**2.96**	84	29,408	**2.84**	30	1,901	**3.07**	4	207	**3.79**
Information & Cultural Industries	19	2,089	**2.35**	16	927	**1.83**	5	512	**2.67**			
Manufacturing	169	20,083	**2.58**	125	15,541	**2.15**	75	10,049	**2.32**	31	5,187	**2.09**
Mining & Oil & Gas Extraction	28	9,885	**3.29**	22	9,592	**2.89**	9	4,771	**3.64**	4	1,453	**3.51**
Other Services (except Public Administration	33	1408	**3.07**	21	957	**2.43**	12	731	**2.67**	5	107	**2.57**
Professional, Scientific, & Technical Services	8	1,933	**2.58**	5	1,678	**2.95**	3	78	**2.06**	3	78	**2.13**
Public Administration	106	51,584	**2.32**	81	38,942	**2.15**	38	33,505	**2.53**	16	31,877	**2.75**
Real Estate & Rental & Leasing	3	164	**3.35**	2	145	**3.4**	1	125	**3.75**			
Retail Trade	22	24,834	**2.43**	15	12,256	**2.2**	6	11,718	**1.72**	3	8,744	**1.58**
Transportation & Warehousing	49	9,159	**3.1**	33	3,051	**2.83**	21	2,008	**2.82**	7	391	**2.79**
Utilities	32	9,077	**3.43**	24	6,026	**3.49**	16	3,935	**3.57**	6	1,741	**3.52**
Wholesale Trade	27	5,130	**2.88**	21	4,704	**2.81**	16	4,555	**3.01**	8	1,250	**2.26**
All Settlements	**1,000**	**352,187**	**2.33**	**715**	**256,731**	**1.88**	**378**	**121,255**	**2.41**	**110**	**57,386**	**2.55**

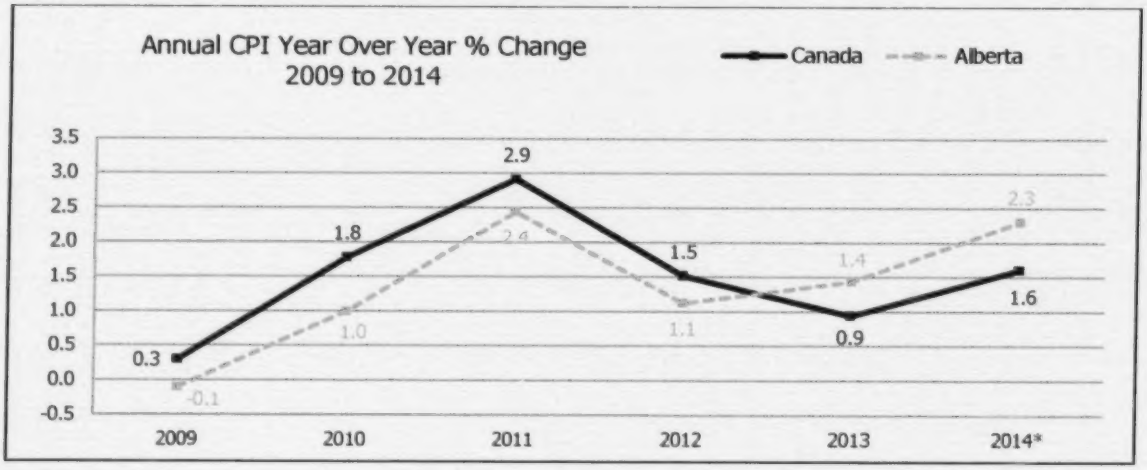


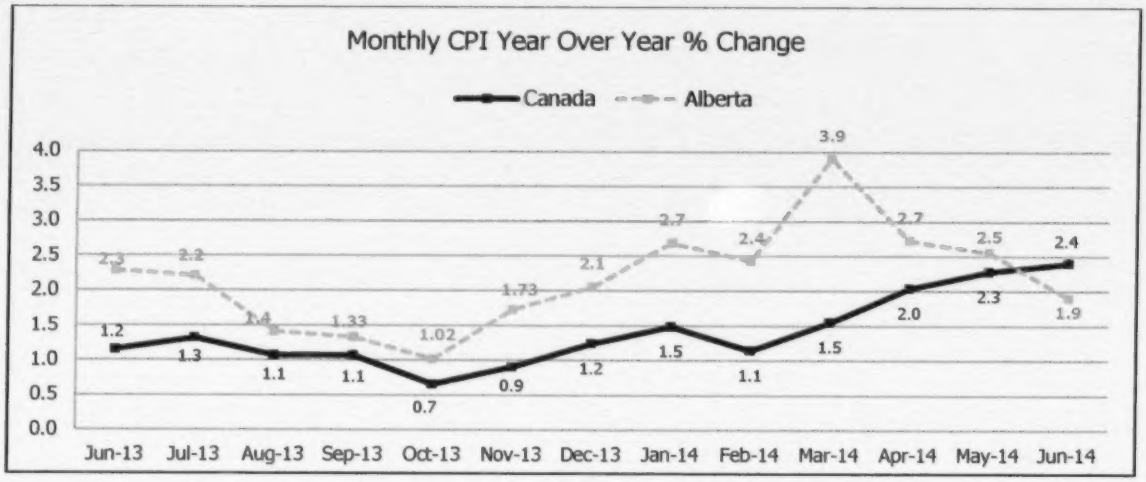
Average Weekly Earnings Alberta (AWEA)*

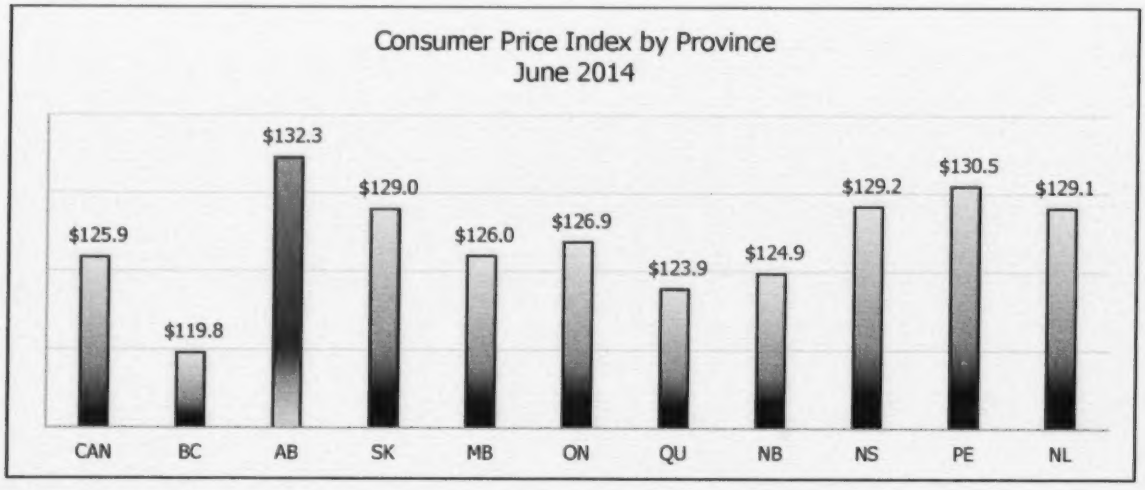


*To date preliminary figures. Graph data available upon request.
[1] **Year over Year % Change (Monthly)** - (Current month AWEA - Same month previous year AAWE)/Same month previous year AWEA x 100
[2] **Year over Year % Change (Annual)** - (Ave. of current year AWEA - Ave. of previous year AWEA) / Ave. of previous year AWEA x 100
Source: Statistical data supplied by Statistics Canada

Consumer Price Index (CPI), 2002=100







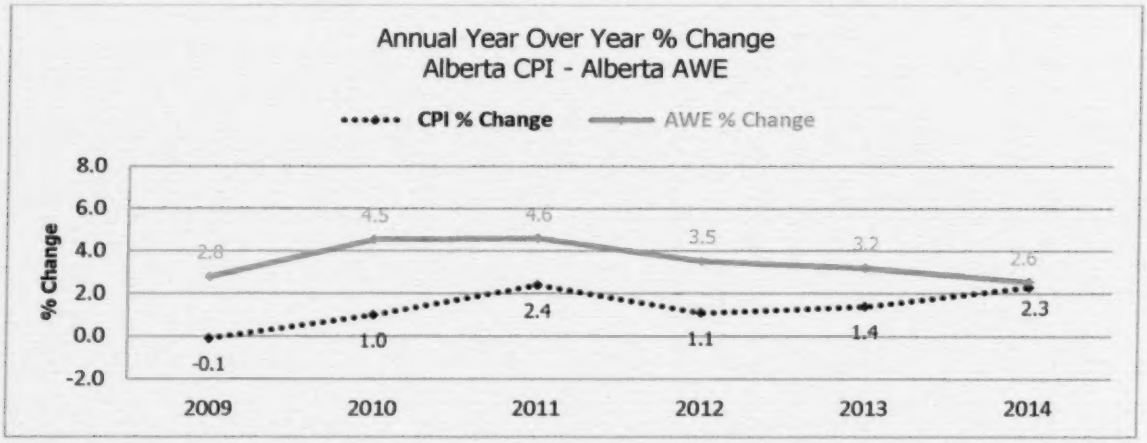
*Year to date – Graph data available upon request.

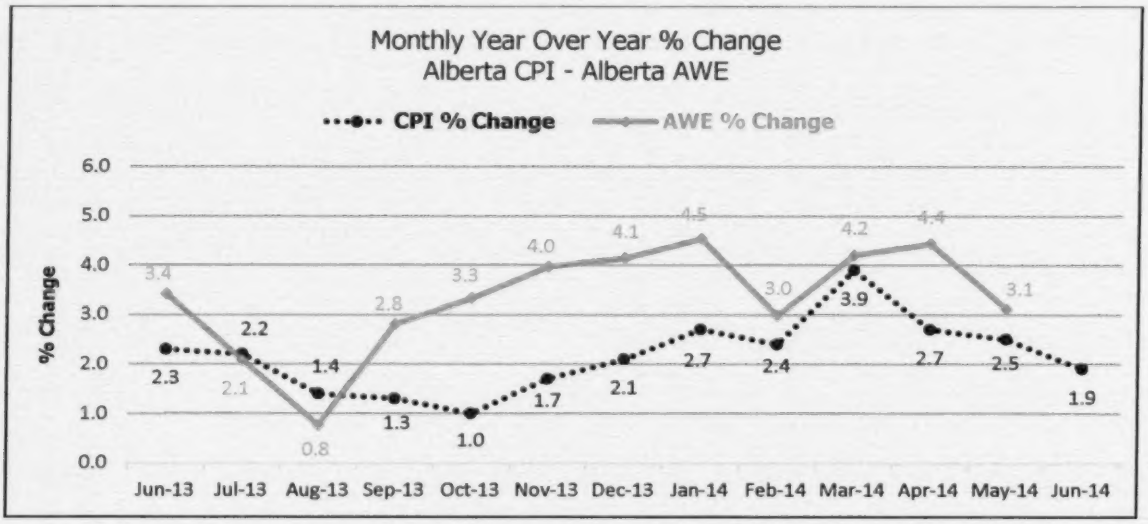
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta CPI and AWE Comparison





Consumer Price Index								
Month	Canada		Alberta		Edmonton		Calgary	
	CPI	% Change	CPI	% Change	CPI	% Change	CPI	% Change
Jun 13	123.0	1.2	129.8	2.3	130.0	2.2	129.7	2.5
Jul 13	123.1	1.3	129.6	2.2	129.5	1.9	129.6	2.5
Aug 13	123.1	1.1	129.4	1.4	129.4	1.2	129.3	1.7
Sep 13	123.3	1.1	129.5	1.3	129.5	1.1	129.5	1.6
Oct 13	123.0	0.7	129.3	1.0	129.2	0.5	129.4	1.5
Nov 13	123.0	0.9	129.5	1.7	129.3	1.3	129.6	2.1
Dec 13	122.7	1.2	129.1	2.1	128.9	1.5	129.3	2.6
Jan 14	123.1	1.5	129.9	2.7	129.6	2.2	130.2	3.1
Feb 14	124.1	1.1	130.8	2.4	130.4	1.9	131.2	2.9
Mar 14	124.8	1.5	133.1	3.9	132.5	3.3	133.8	4.6
Apr 14	125.2	2.0	132.2	2.7	131.9	2.2	132.6	3.2
May 14	125.8	2.3	132.8	2.5	132.1	1.9	133.5	3.2
Jun 14	125.9	2.4	132.3	1.9	132.1	1.6	132.8	2.4

Average Weekly Earnings													
	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Jan-14	Feb-14	Mar-14	Apr-14	May-14
AWE $	$1,115.89	$1,104.47	$1,103.08	$1,110.83	$1,114.41	$1,126.96	$1,134.55	$1,140.52	$1,127.82	$1,127.06	$1,140.00	$1,143.28	$1,150.61
AWE %	5.10	3.42	2.08	0.77	2.81	3.33	3.97	4.14	4.53	2.98	4.20	4.40	3.11

*Year to date – Graph data available upon request.
[1] **Year over Year % Change (Annual)** - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100
[2] **Year over Year % Change (Monthly)** - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100
Source: Statistics Canada Consumer Price Index

Employer Listing

ASBA – Alberta School Boards Association

AHS – Alberta Health Services

CLR – Construction Labour Relations

GPMC – General Presidents' Maintenance Committee for Canada

Union Listing

ACTRA -Alliance of Canadian Cinema, Television and Radio Artists

ATA – Alberta Teachers' Association

ATU – Amalgamated Transit Union

AUPE – Alberta Union of Provincial Employees

BCGEU – British Columbia Government Employees' Union

BCTGM – Bakery, Confectionery, Tobacco and Grain Millers International Union

Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers

Bricklayers – International Union of Bricklayers and Allied Craftsworkers

CAAMSE – Central Alberta Association of Municipal and School Employees Union

Carpenters – United Brotherhood of Carpenters and Joiners of America

CAW[Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada] see Unifor

CEP[Communications, Energy and Paperworkers Union] see Unifor

CEWA – Canadian Energy Workers Association

CISIW – Canadian Iron, Steel and Industrial Workers

CLAC – Christian Labour Association of Canada

Communications Workers – Communications Workers of North America

COPE – Canadian Office and Professional Employees Union

CSU 52 – Civic Service Union 52

CUPE – Canadian Union of Public Employees

CUSW – Canadian Union of Skilled Workers

CWA-SCA – Media and Communications Workers of America (Canada)

Elevator Constructors – International Union of Elevator Constructors

GCC – Graphics Communications Conference (Teamsters)

Glass Workers – Aluminum, Brick and Glass Workers International Union

Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union

HSAA – Health Sciences Association of Alberta

IAFF – International Association of Firefighters

IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada

IBEW – International Brotherhood of Electrical Workers

Insulators - International Association of Heat and Frost Insulators and Allied Workers

Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers

IUOE – International Union of Operating Engineers

Machinists – International Association of Machinists and Aerospace Workers

Marine Workers – Marine Workers & Boilermakers Industrial Union

Millwrights – Millwrights, Machinery, Erectors and Maintenance Union

Mine Workers – United Mine Workers of America

Musicians – American Federation of Musicians of the United States and Canada

NASA – Non-Academic Staff Association

Painters – International Brotherhood of Painters and Allied Trades

Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada

Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada

PPWC – Pulp, Paper and Woodworkers of Canada

PSAC – Public Service Alliance of Canada

SEIU – Service Employees International Union

Sheet Metal Workers – Sheet Metal Workers International Association

Steelworkers - United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

Teamsters – International Brotherhood of Teamsters

TWU – Telecommunications Workers Union

UFCW – United Food and Commercial Workers

UNA – United Nurses of Alberta

Unifor – Amalgamation of CEP and CAW

UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

UUWA – United Utility Workers Association

Resource List

Other Alberta labour market resources:

Alberta Labour Relations Board (ALRB) - (Active ALRB certificates)
Alberta Chamber of Commerce
Alberta Economic Reviews (contains key economic indicators, updated monthly)
Alberta Employment and Immigration Labour Market reports
Alberta Labour Force Statistics
Alberta Regional Labour Market News
Alberta Learning Information Service (ALIS)
City of Edmonton Economic Statistics
City of Calgary Economic Reports
Alberta Federation of Labour (AFL)

Other Provinces' CBA and Mediation listings:
Newfoundland/Labrador
Ontario
Manitoba (various research resources)
Saskatchewan Mediation
British Columbia CBA listing
British Columbia Bargaining Database

Federal Organizations:
Human Resource and Social Development Canada (HRSDC)
Canadian Labour Congress (CLC)
Negotech (Federal CBA search page)
Federal Public Service CBA listings
University of Toronto resources (various labour relations resources)

International:
United States Department of Labor Contracts Database

Please note: These links are available online at http://humanservices.alberta.ca/working-in-alberta/6484.html